

2015



INSPECTIONAL SERVICES BUREAU
INTERNAL INVESTIGATIONS UNIT

ISB ANNUAL REPORT

This report provides statistical data regarding administrative investigations, citizen complaints, vehicle pursuits, patrol crashes, use of force incidents, and firearm discharge incidents, etc. within the Department of Safety and Homeland Security from January 2015-December 2015.



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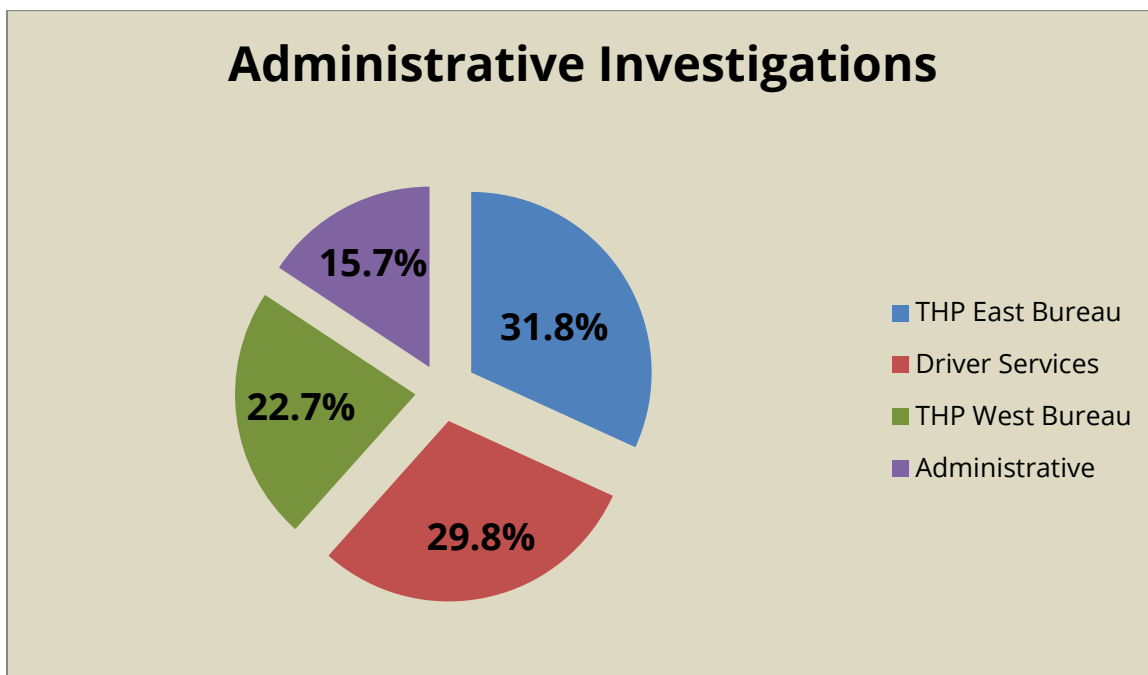


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ADMINISTRATIVE INVESTIGATIONS (AD)

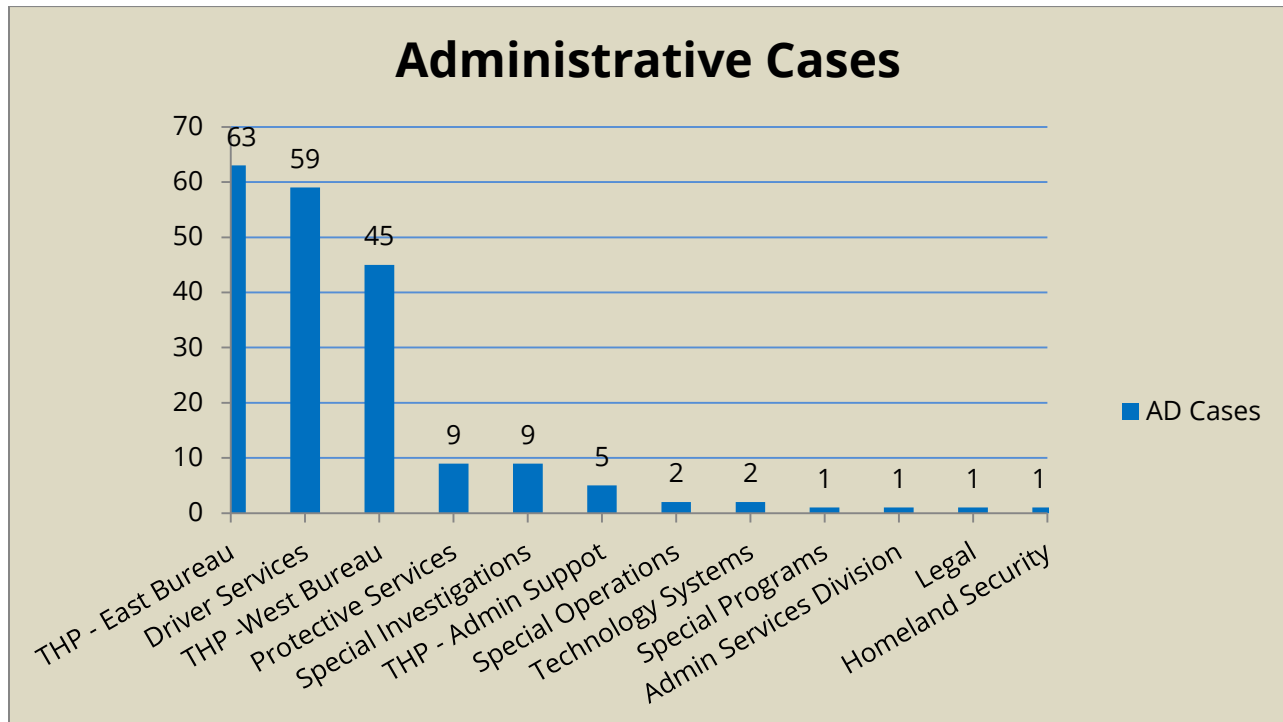
The Inspectional Services Bureau processed 198 Administrative Investigations (AD) during the 2015 calendar year. The distributions of the AD cases per Bureau are as follows: THP East Bureau 31.8%, Driver Services 29.8%, THP West Bureau 22.7%, and Administrative 15.7%. Refer to the graphs and charts on the following pages for a breakdown of the distribution and disposition of all AD cases.



**For reporting purposes in this section, Administrative consists of the following: THP-Admin Support, Protective Services, THP Special Operations, Special Programs, Admin Services Division, Legal, Technology Systems, Special Investigations, and Homeland Security.*



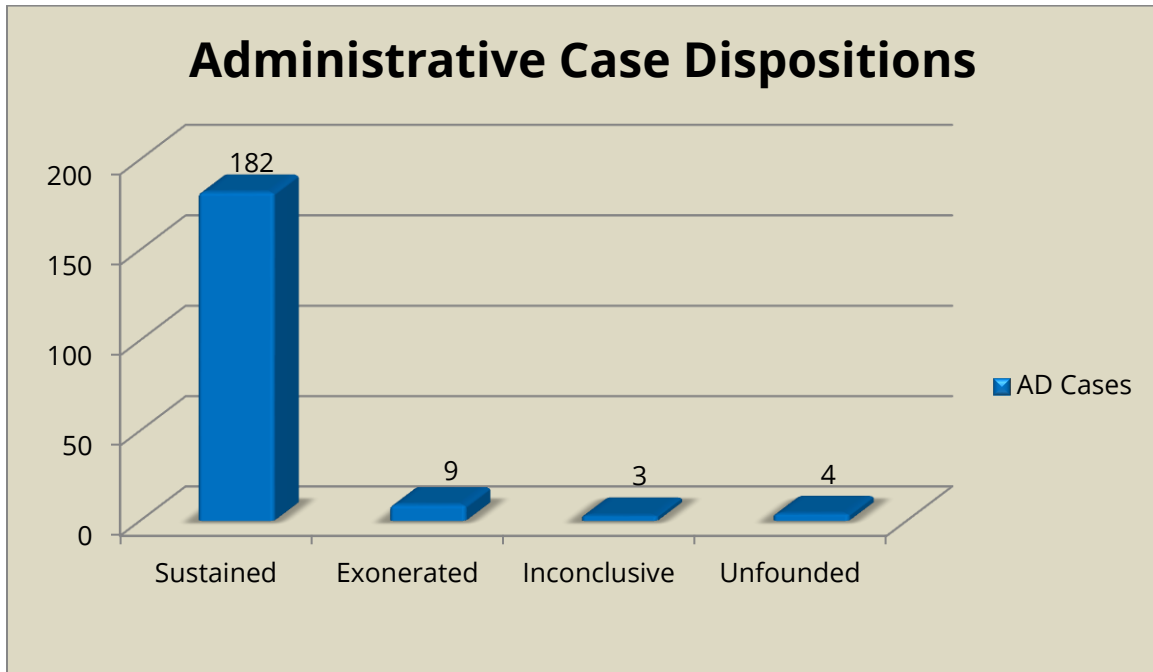
Statewide Distribution of Administrative Investigations by Unit



THP – East Bureau	63	31.3%
Driver Services	59	29.8%
THP -West Bureau	45	22.7%
Protective Services	9	4.6%
Special Investigations	9	4.6%
THP – Admin Support	5	2.5%
Special Operations	2	1.0%
Technology Systems	2	1.0%
Special Programs	1	0.5%
Admin Services Division	1	0.5%
Legal	1	0.5%
Homeland Security	1	0.5%
Total	198	100.0%



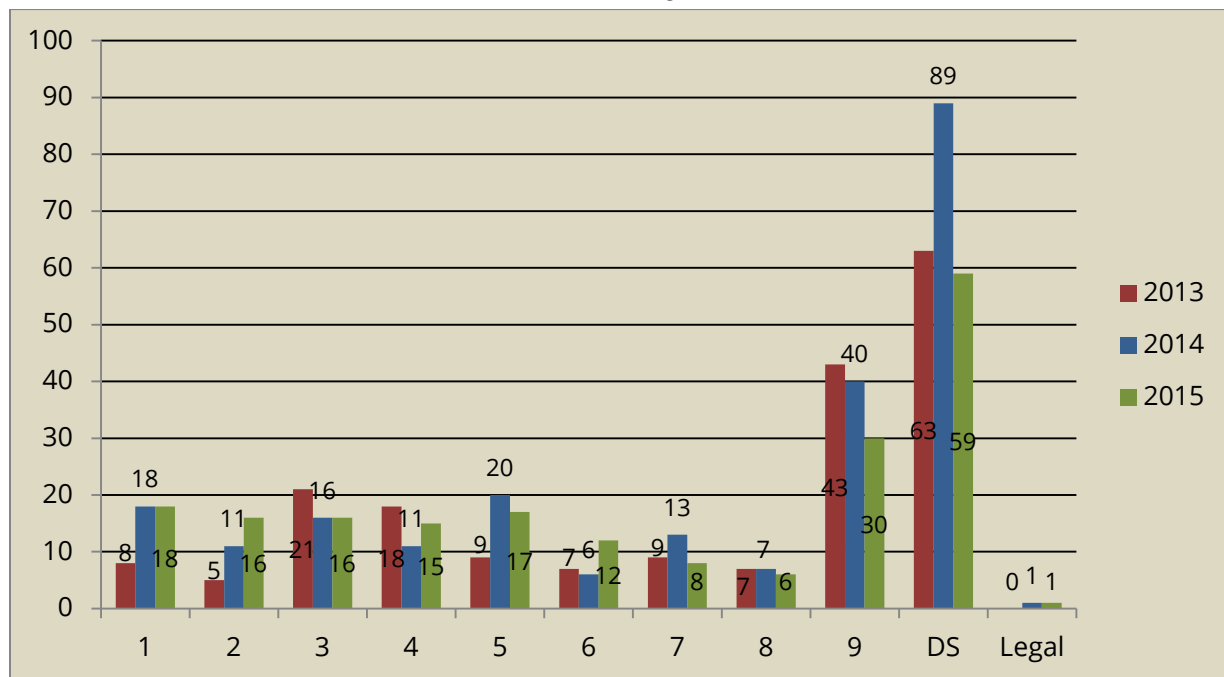
Disposition of Administrative Investigation Cases



AD Case Disposition	AD Cases	Percent
Sustained	182	91.9%
Exonerated	9	4.6%
Inconclusive	3	1.5%
Unfounded	4	2.0%
Total	198	100.0%



2013-2015 Administrative Case Trend Analysis

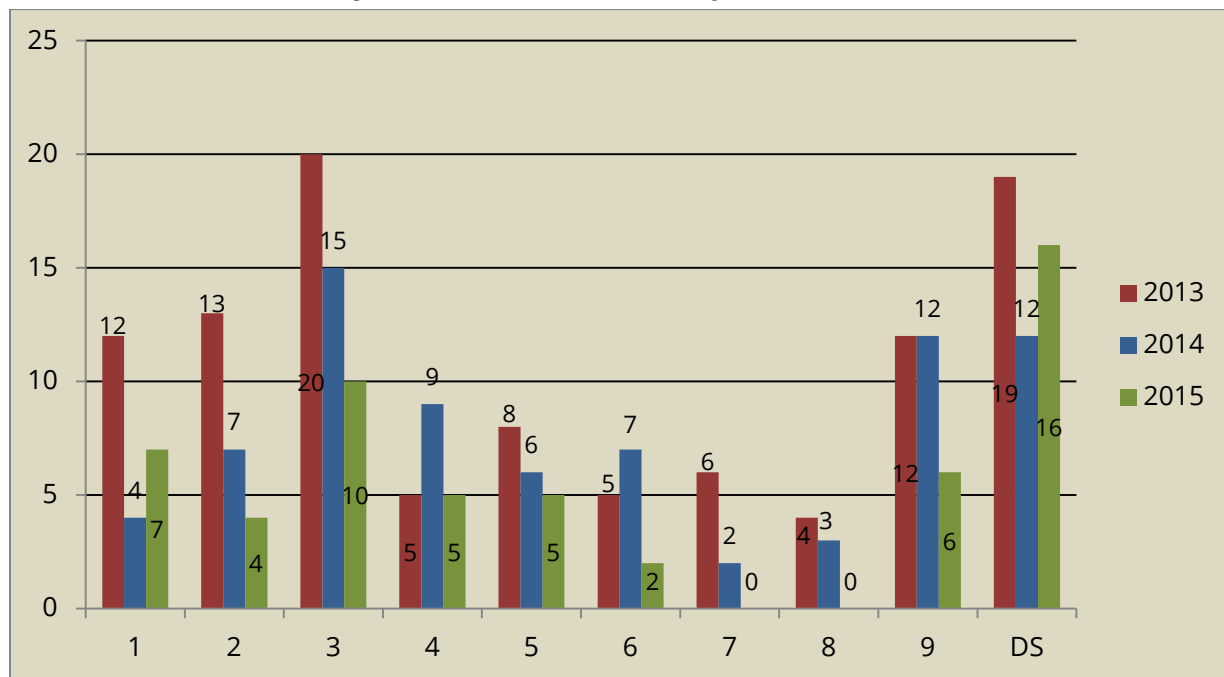


District	2013 AD Cases	2013 % of AD Cases per District	2014 AD Cases	2014 % of AD Cases per District	2015 AD Cases	2015 % of AD Cases per District	2013/2014 +/- Change Number of Cases	2013/2014 Percentage Difference	2014/2015 +/- Change Number of Cases	2014/2015 Percentage Difference
1	8	4.2%	18	7.8%	18	9.1%	+10	125.0%	0	0.0%
2	5	2.6%	11	4.7%	16	8.6%	+6	120.0%	+5	45.4%
3	21	11.1%	16	6.9%	16	8.1%	-5	-23.8%	0	0.0%
4	18	9.5%	11	4.7%	15	7.6%	-7	-38.9%	+4	36.4%
5	9	4.7%	20	8.6%	17	8.6%	+11	122.2%	-3	-15.0%
6	7	3.7%	6	2.6%	12	6.1%	-1	-14.3%	+6	100%
7	9	4.7%	13	5.6%	8	4.0%	+4	44.4%	-5	-38.5%
8	7	3.7%	7	3.1%	6	3.0%	0	0.0%	-1	-14.3%
*9	43	22.6%	40	17.2%	30	15.2%	-3	-7.0%	-10	-25.0%
DS	63	33.2%	89	38.4%	59	27.8%	+26	41.3%	-30	-33.7%
Legal	0	0.0%	1	0.4%	1	0.5%	1	100.0%	0	0.0%
Totals	190	100.0%	232	100.0%	198	100.0%		+22.1%		-14.7%

* District 9 consists of the following: THP-Admin Support, Protective Services, THP – Special Operations, Special Programs, Admin Services Division, Technology Systems, Special Investigations, and Homeland Security.



2013-2015 Citizen Complaint Case Trend Analysis

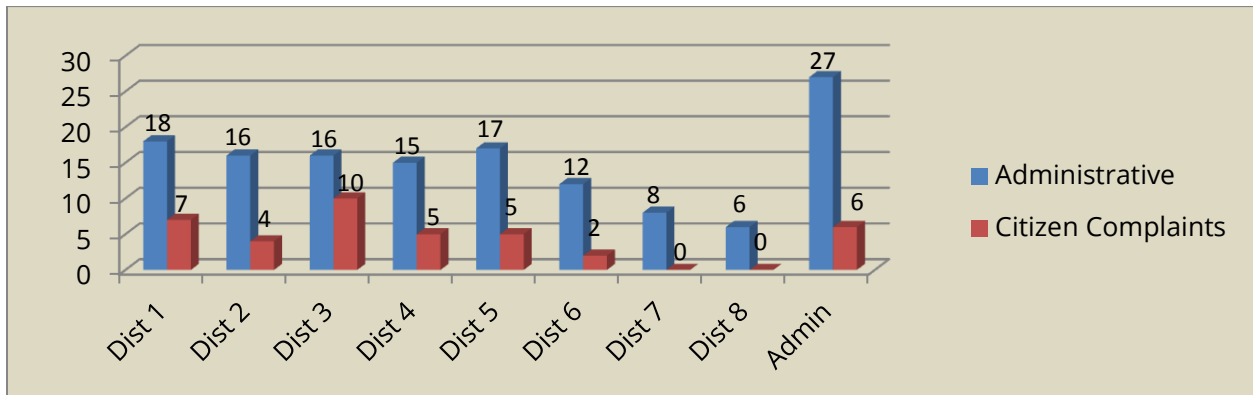


District	2013 CC Cases	2013 % of CC Cases per District	2014 CC Cases	2014 % of CC Cases per District	2015 CC Cases	2015 % of CC Cases per District	2013/2014 +/- Change Number of Cases	2013/2014 Percentage Difference	2014/2015 +/- Change Number of Cases	2014/2015 Percentage Difference
1	12	11.5%	4	5.2%	7	12.7%	-8	-66.6%	+3	+75.0%
2	13	12.5%	7	9.1%	4	7.3%	-6	-46.2%	-3	-42.9%
3	20	19.2%	15	19.5%	10	18.2%	-5	-25.0%	-5	-33.3%
4	5	4.8%	9	11.6%	5	9.1%	+4	+80.0%	-4	-44.4%
5	8	7.7%	6	7.8%	5	9.1%	-2	-25.0%	-1	-16.7%
6	5	4.8%	7	9.1%	2	3.6%	+2	+40.0%	-5	-71.4%
7	6	5.8%	2	2.6%	0	0%	-4	-66.7%	-2	-100%
8	4	3.9%	3	3.9%	0	0%	-1	-25.0%	-3	-100%
*9	12	11.5%	12	15.6%	6	10.9%	0	0.0%	-6	-50.0%
DS	19	18.3%	12	15.6%	16	29.1%	-7	-36.8%	+4	+33.3%
Totals	104	100.0%	77	100.0%	55	100.0%		-26.0%		-28.6%

* District 9 consists of the following: THP-Admin Support, Protective Services, THP – Special Operations, Special Programs, Admin Services Division, Technology Systems, Special Investigations, Homeland Security, Support Services, and Internal Audit.



Distribution of THP Cases by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
1	18	13.3%	7	17.9%	25
2	16	11.9%	4	10.3%	20
3	16	11.9%	10	25.6%	26
4	15	11.1%	5	12.8%	20
5	17	12.6%	5	12.8%	22
6	12	8.9%	2	5.2%	14
7	8	5.9%	0	0.0%	8
8	6	4.4%	0	0.0%	6
Admin	27	20.0%	6	15.4%	33
Total	135	100.0%	39	100.0%	174

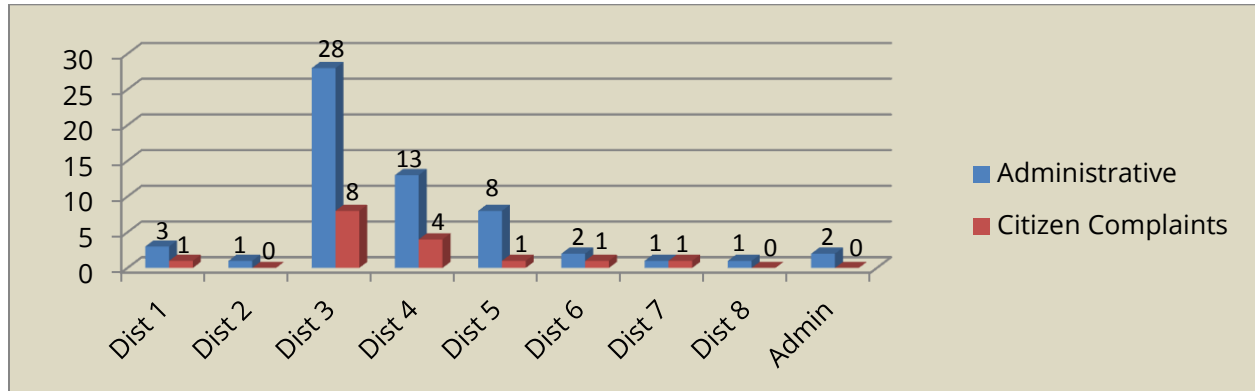
*District 9 consists of the following: THP-Admin Support, Protective Services, THP - Special Operations, Special Programs, Special Investigations, and Homeland Security.

- Of the Administrative Investigation cases for THP; Job Performance and Behavioral/Conduct; are the same as 2014, and Departmental Crash are up 9.1% from 2014.

Administrative Violation Types	# of AD Cases 2014	# of AD Cases 2015	% for 2015 Total
Behavioral/Conduct	20	20	14.8%
Job Performance	67	67	49.6%
Departmental Crash	44	48	35.6%
Totals	131	135	100.0%



Distribution of Driver Services Cases by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
1	3	5.1%	1	6.25%	4
2	1	1.7%	0	0.00%	1
3	28	47.4%	8	50.0%	36
4	13	22.0%	4	25.0%	17
5	8	13.6%	1	6.25%	9
6	2	3.4%	1	6.25%	3
7	1	1.7%	1	6.25%	2
8	1	1.7%	0	0.00%	1
Admin	2	3.4%	0	0.00%	2
Total	59	100.0%	16	100.0%	75

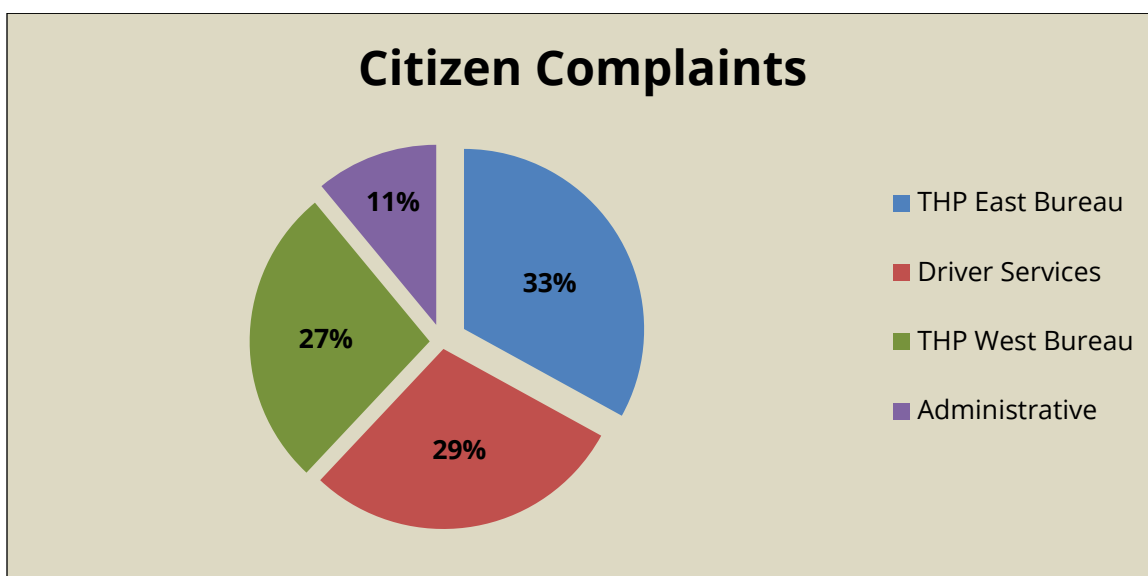
- 52.5% of the Administrative Investigation cases for Driver Services were for unsatisfactory job performance; up 7.4% from 2014, and Behavioral/Conduct issues accounted for 23.7%, up 2.4% from 2014.

Administrative Violation Types	# of AD Cases	% of Total
Violation of Rules	3	5.1%
Behavioral/Conduct	14	23.7%
Job Performance	31	52.5%
Departmental Crash	1	1.7%
Funds Management	10	17.0%
Totals	59	100.0%



Citizen Complaints (CC) by THP Bureaus & Driver Services (DS)

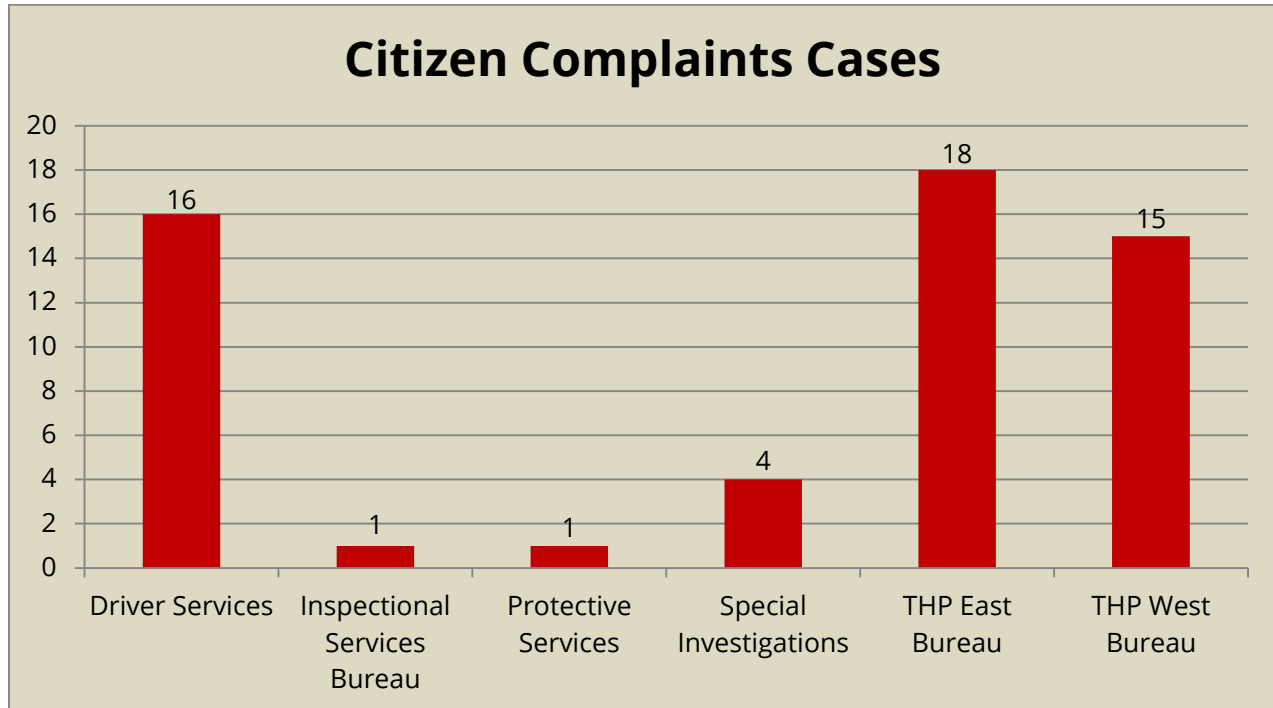
Citizen Complaints (CC) are complaints made by the general public that alleges an employee of the Department has violated a rule, policy, or procedure. ISB began tracking Citizen Complaints in 2013. The Department received 55 Citizen Complaints during 2015. Refer to the graphs and charts on the following pages for a breakdown of the distribution and disposition of all Citizen Complaint cases.



**For reporting purposes in this section, Administrative consists of the following: Protective Services, Special Investigations, and Inspectional Services Bureau.*



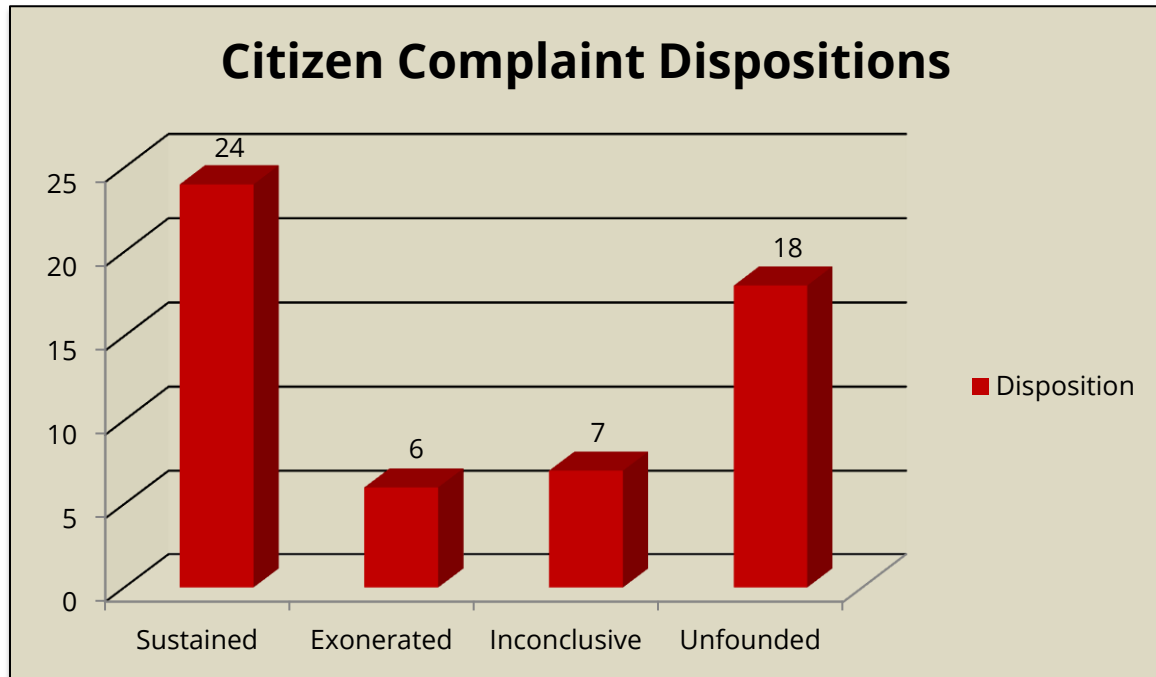
Statewide Distribution of Citizen Complaints



Driver Services	16	29.1%
Inspectional Services Bureau	1	1.8%
Protective Services	1	1.8%
Special Investigations	4	7.3%
THP East Bureau	18	32.7%
THP West Bureau	15	27.3%
Total	55	100.0%



Disposition of Citizen Complaint Investigations



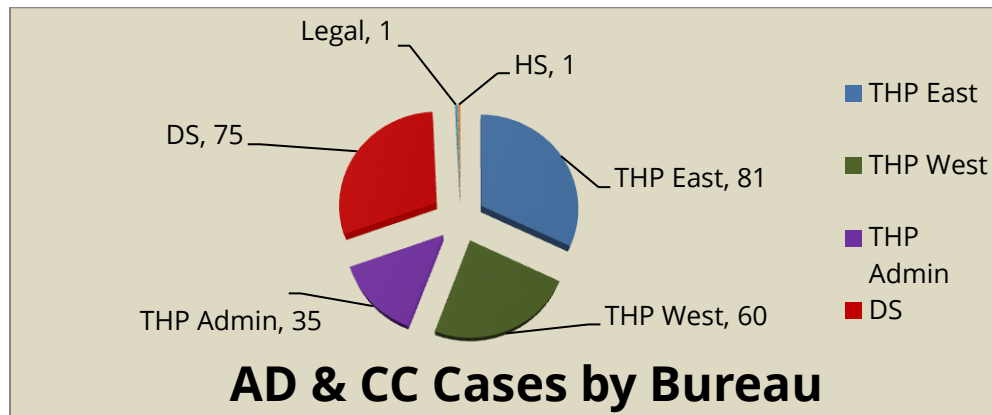
CC Case Disposition	CC Cases	CC Percentage
Sustained	24	43.6%
Exonerated	6	10.9%
Inconclusive	7	12.7%
Unfounded	18	32.8%
Totals	55	100.0%



Combined Overview of AD-CC Case Distribution & Dispositions

Bureau	AD Cases	CC Cases	Total AD & CC Cases
THP East	63	18	81
THP West	45	15	60
*THP Admin	29	6	35
DS	59	16	75
Legal	1	0	1
HS	1	0	1
Totals	198	55	253

* THP Admin. Consist of the following: Admin. Support THP, Protective Services, Special Investigations, Special Programs, Special Operations, Admin Services Division, & Technology Systems

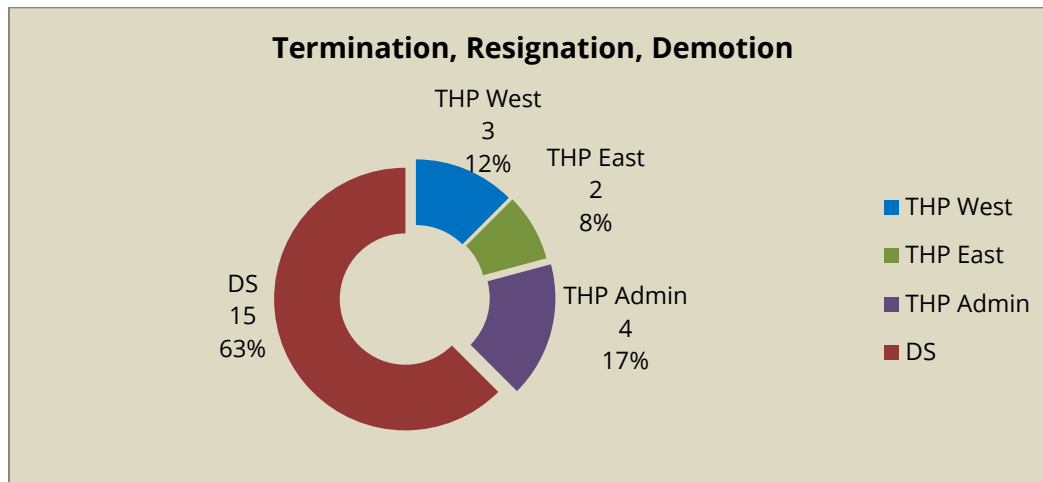


Case Disposition	AD Cases	AD Percentage	CC Cases	CC Percentage	AD & CC Total	Percentage Total
Sustained	182	91.9%	24	43.6%	206	81.4%
Exonerated	9	4.6%	6	10.9%	15	5.9%
Inconclusive	3	1.5%	7	12.7%	10	4.0%
Unfounded	4	2.0%	18	32.8%	22	8.7%
Totals	198	100.0%	55	100.0%	253	100.0%



Termination, Resignation, Demotion, Discretionary Leave & Appeal Data

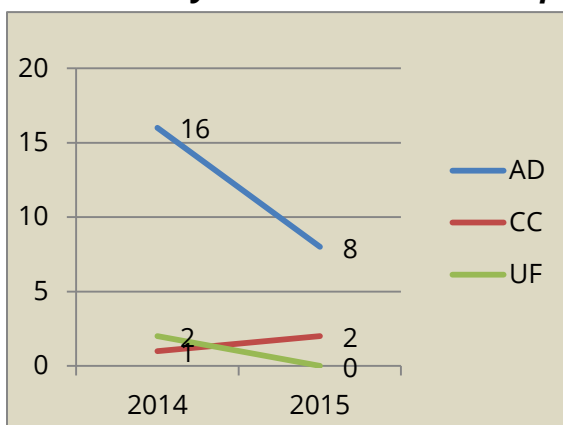
A. Terminations, Resignations & Demotions:



Bureau	Terminated	Probationary & Part-Time Terminations	Resigned In Lieu of Termination	Demoted	Totals	Discretionary Leave
THP East	1	0	1	0	2	1
THP West	2	0	1	0	3	4
THP Admin	0	3	1	0	4	1
DS	5	9	1	0	15	4
Legal	0	0	0	0	0	0
HS	0	0	0	0	0	0
Totals	8	12	4	0	24	10

Comparing 2014 to 2015, the Department saw a 54% decrease in Terminations, a 38% decrease in Resignations, a 100% decrease in Demotions, and a 50% increase in Probationary / Part-Time Terminations.

B. Discretionary Leave 2014-2015 Comparison:



During the calendar year 2015, there was a reduction in the number of employees placed on Discretionary Leave with Pay. Ten employees were placed on Discretionary Leave with Pay in 2015, compared to 19 employees during 2014, which represents a 47% decrease.



C. Appeal Hearings:

Of the 253 cases processed by the Inspectional Services Bureau, 206 cases were sustained, and the employee received disciplinary action. Of these disciplinary actions, 48 actions were appealable. Subsequently, 14 employees appealed their disciplinary action to Step 1. Of those appealed, five submitted an invalid appeal form; therefore, no appeal was held; seven disciplinary actions were upheld; one disciplinary action was overturned, and one disciplinary action was reduced at the Step I Appeal level. Of the fourteen actions appealed, six employees appealed to Step II; five of these disciplinary actions were upheld, and in the one case, the disciplinary action was overturned. Of the 14 cases, nine cases were appealable to Step III Appeal level. However, only one employee appealed to Step III, Board of Appeals. The Board of Appeals upheld the disciplinary action in this case.

See chart below for a detailed description of employee appeals.

District	Final Appeal Decisions
THP-2	5-Days Suspension without pay was reduced to an 2-Days Suspension without pay at the Step I Appeal Level
DS-3	Step I Appeal request deemed invalid due to no rule or policy violation identified
THP-9	Step I Appeal request deemed invalid due to no rule or policy violation identified
THP-1	Step I Appeal request deemed invalid due to statutorily time limit
THP-9	Step I Appeal request deemed invalid due to no rule or policy violation identified



District	Final Appeal Decisions
THP-3	Step I Appeal request deemed invalid due to no rule or policy violation identified
DS-4	1-Day Suspension without pay was upheld at Step II Appeal
DS-2	Termination overturned at the Step II Appeal
THP-3	2-Days Suspension without pay upheld at the Step I Appeal
THP-2	5-Days Suspension without pay upheld at the Step III Appeal
THP-5	2-Days Suspension without pay upheld at the Step II Appeal
THP-7	1-Day Suspension without pay upheld at the Step II Appeal
THP-1	1-Day Suspension without pay upheld at the Step II Appeal
THP-9	1-Day Suspension without pay upheld at the Step I Appeal

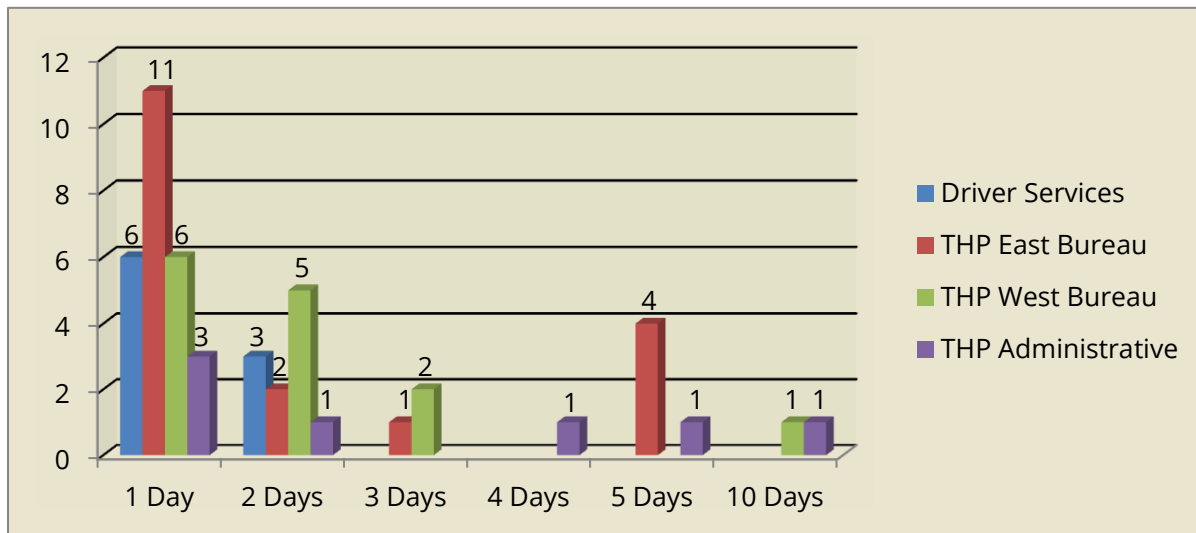
D. Written Reviews:

During the 2015 calendar year, 61 written warnings were processed by the Inspectional Services Bureau. Seven reviews of written warnings were requested, six of these reviews determined the written warning was appropriate discipline. One review request was deemed invalid for failure to submit in a timely manner.



Suspensions: Statewide Distribution

The statewide distribution of suspensions charted below shows there were a total of 48 suspensions during the calendar year of 2015. The distribution of these suspensions by sections and number of days suspended is shown in the graphs below.



Suspensions	Driver Services	THP East Bureau	THP West Bureau	THP Administrative	Grand Total 2015	Grand Total 2014	2014/2015 +/- Change Number of Cases	2014/2015 Percentage Difference
1 Day	6	11	6	3	26	23	+3	+13.0%
2 Days	3	2	5	1	11	20	-9	-45.0%
3 Days	0	1	2	0	3	3	0	0.0%
4 Days	0	0	0	1	1	0	+1	+100.0%
5 Days	0	4	0	1	5	12	-7	-58.3%
10 Days	0	0	1	1	2	1	+1	+100.0%
15 Days	0	0	0	0	0	2	-2	-100.0%
Totals	9	18	14	7	48	61	-13	-21.3%
% of Suspensions	18.7%	37.5%	29.2%	14.6%	100.0%			

The Department suspended 48 employees in 2015, compared to suspending 61 employees in 2014. This represents a 21% reduction in suspensions.



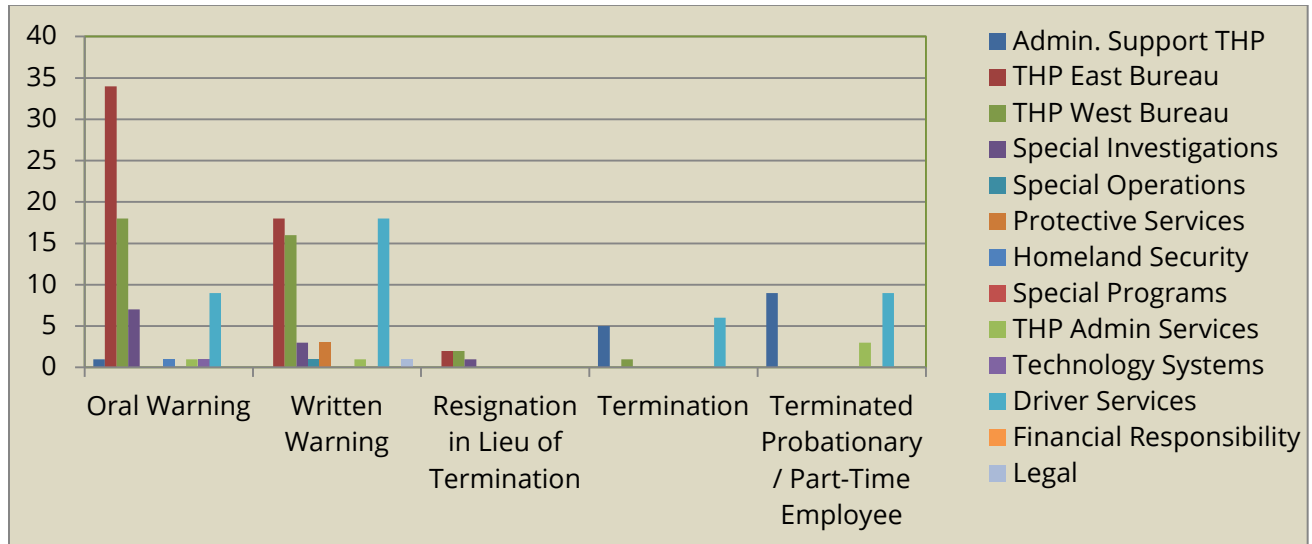
Distribution of Suspensions by Unit/District

The following graphics illustrate the breakdown by Unit/District for the 48 suspensions received within the Department.

Suspensions by Unit/District	1 Day	2 Day	3 Day	4 Day	5 Day	10 Day	Total Suspension	Total Percentage Suspension
DS-Dist-1	2	0	0	0	0	0	2	4.2%
DS-Dist-3	2	2	0	0	0	0	4	8.3%
DS-Dist-4	1	1	0	0	0	0	2	4.2%
DS-Dist-5	1	0	0	0	0	0	1	2.1%
THP-Dist-1	6	0	0	0	1	0	7	14.6%
THP-Dist-2	2	0	0	0	2	0	4	8.3%
THP-Dist-3	2	3	0	0	0	1	6	12.5%
THP-Dist-4	1	1	1	0	0	0	3	6.2%
THP-Dist-5	3	2	1	0	1	0	7	14.6%
THP-Dist-7	2	1	1	0	0	0	4	8.3%
THP-Dist-8	1	0	0	0	0	0	1	2.1%
Protective Services	2	1	0	1	1	1	6	12.5%
Special Operations	1	0	0	0	0	0	1	2.1%
TOTALS	26	11	3	1	5	2	48	100.0%



Other Disciplinary Actions



	Oral Warning	Written Warning	Resigned In Lieu of Termination	Termination	Terminated Probationary / Part-Time Employee	Total
Admin. Support THP	1	0	0	0	9	10
THP East Bureau	34	18	2	1	0	55
THP West Bureau	18	16	2	2	0	38
Special Investigations	7	3	1	0	0	11
Special Operations	0	1	0	0	0	1
Protective Services	0	3	0	0	0	3
Homeland Security	1	0	0	0	0	1
Special Programs	0	0	0	0	0	0
THP Admin Services	1	1	0	0	3	5
Technology Systems	1	0	0	0	0	1
Driver Services	9	18	0	5	9	41
Financial Responsibility	0	0	0	0	0	0
Legal	0	1	0	0	0	1
Totals	72	61	5	8	21	171



Oral Warning Distribution

Admin. Support THP	1	1.4%
THP East Bureau	34	47.2%
THP West Bureau	18	25.0%
Special Investigations	7	9.7%
Homeland Security	1	1.4%
THP Admin Services	1	1.4%
Technology Systems	1	1.4%
Driver Services	9	12.5%
Total	72	100.0%

Written Warning Distribution

THP East Bureau	18	29.6%
THP West Bureau	16	26.2%
S Special Investigations	3	4.9%
Special Operations	1	1.6%
Protective Services	3	4.9%
THP Admin Services	1	1.6%
Driver Services	18	29.6%
Legal	1	1.6%
Totals	61	100.0%

Resigned In Lieu of Termination

THP East Bureau	2	40.0%
THP West Bureau	2	40.5%
Special Investigations	1	20.0%
Totals	5	100.0%

Termination Distribution

THP East Bureau	1	12.5%
THP West Bureau	2	25.0%
Driver Services	5	62.5%
Totals	8	100.0%

Terminated Probationary / Part-Time Employee

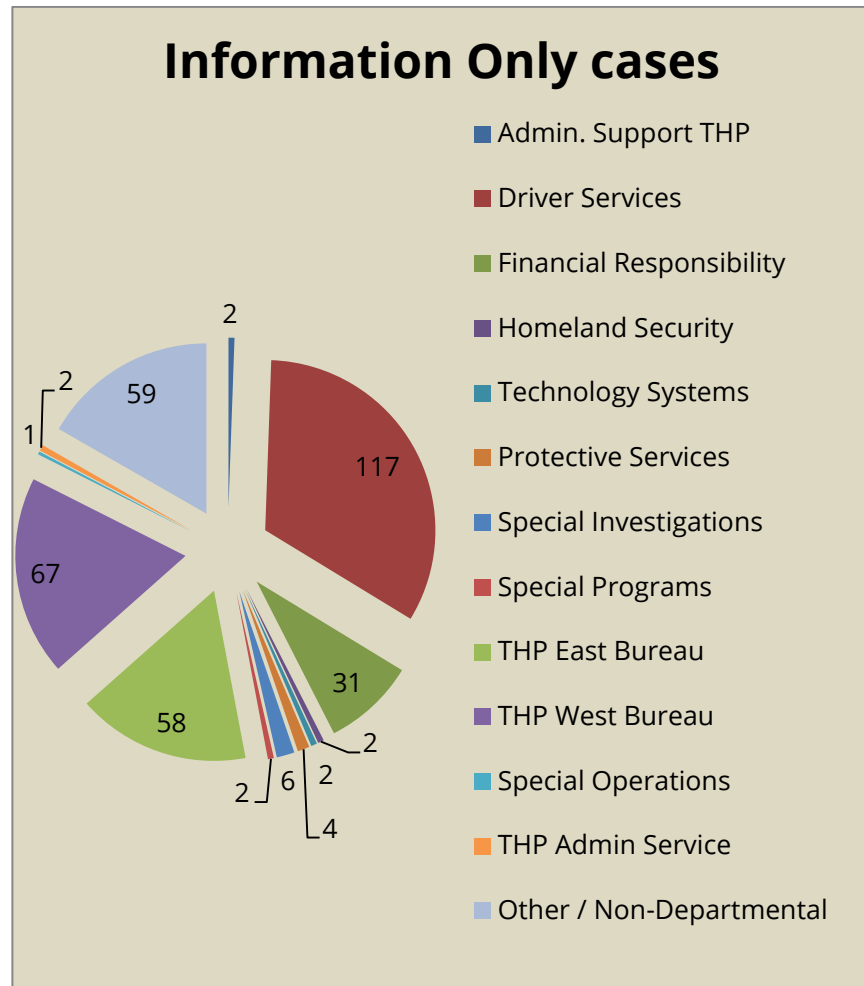
Admin. Support THP	9	42.9%
THP Admin Service	3	14.2%
Driver Services	9	42.9%
Totals	21	100.0%



Information Only Cases

The Inspectional Services Bureau processed 353 Information Only (IO) cases in 2015. Cases categorized as an IO involve complaints that are minor in nature, requests for information, and complaints that are non-departmental in nature but for informational purposes are tracked by the Department.

Unit Assigned	Amount
Admin. Support THP	2
Driver Services	117
Financial Responsibility	31
Homeland Security	2
Technology Systems	2
Protective Services	4
Special Investigations	6
Special Programs	2
THP East Bureau	58
THP West Bureau	67
Special Operations	1
THP Admin Service	2
Other / Non-Departmental	59
Total	353



The data in the Other / Non-Departmental category includes requests for information, customer comments, and complaints that are outside the jurisdiction of the Department. Driver Services had the highest number of IO cases, followed by the Tennessee Highway Patrol and Other/Non-Departmental. Comparing 2014 to 2015, Driver Services increased by 21%, Highway Patrol decreased by 11%, and Other/Non-Departmental rose by 44%. Total IO cases have increased 20% in comparison to the previous year.

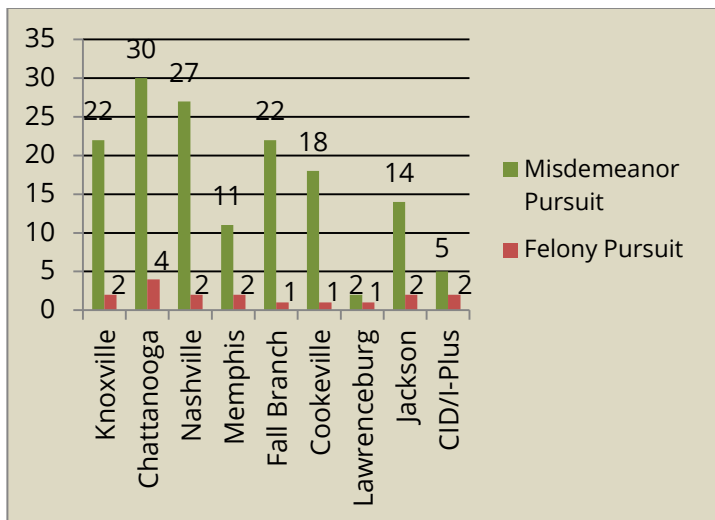


Departmental Pursuit Data by District

The Department had 168 pursuits in 2015 compared to the 143 pursuits in 2014. This represents a 17.5% increase compared to the previous year. The following chart shows the number of vehicle pursuits by District for 2015.

NOTE: Department pursuits have increased 37.7% since 2013 to 2015.

District	Number	Percentage
Knoxville	24	14.3%
Chattanooga	34	20.2%
Nashville	29	17.3%
Memphis	13	7.7%
Fall Branch	23	13.7%
Cookeville	19	11.3%
Lawrenceburg	3	1.8%
Jackson	16	9.5%
CID/I-Plus	7	4.2%
Total	168	100.0%



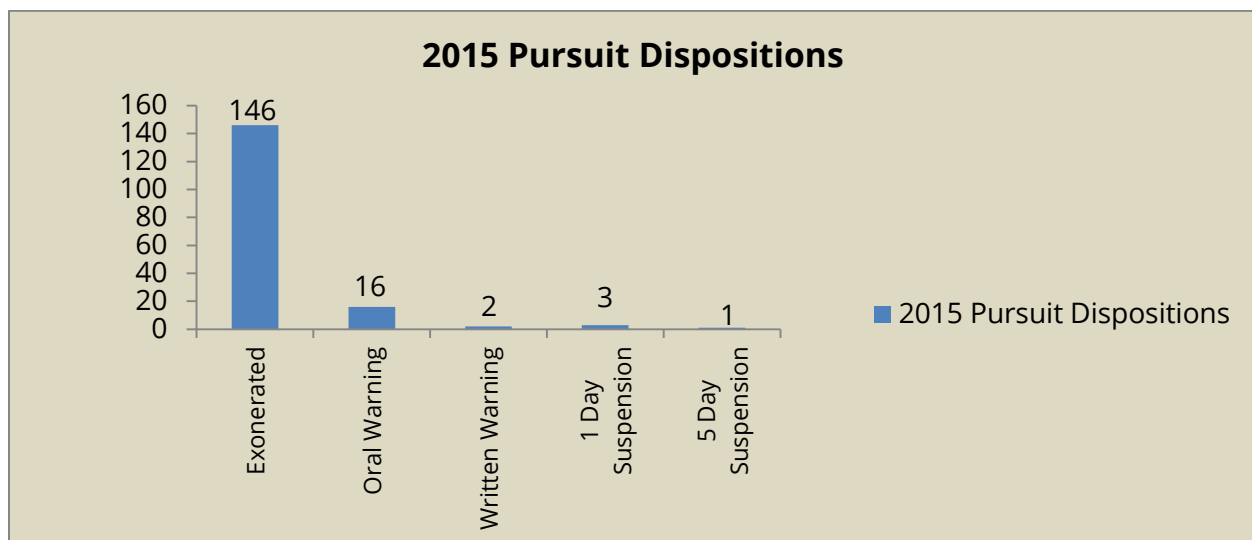
Of the 168 Pursuits, 23 (13.7%) were initiated due to a felony BOLO, 9 (5.4%) a misdemeanor BOLO, 22 (13.1%) due to erratic driving or DUI, 56 (33.2%) were initiated for speeding, 41 (24.3%) were initiated for other traffic offenses and 17 (10.1%) were assisting another agency.



Pursuit Dispositions by District

During the 2015 calendar year there were 168 pursuits statewide. In those pursuits, there were 210 Troopers involved. The chart below shows the disposition of those pursuits by District. Out of the 210 Troopers involved, 146 Troopers were exonerated and 22 Troopers received disciplinary action.

The disciplinary actions taken as a result of the pursuits include; sixteen (16) oral warnings, two (2) written warnings, three (3) one-day suspensions, and one (1) five-day suspension.

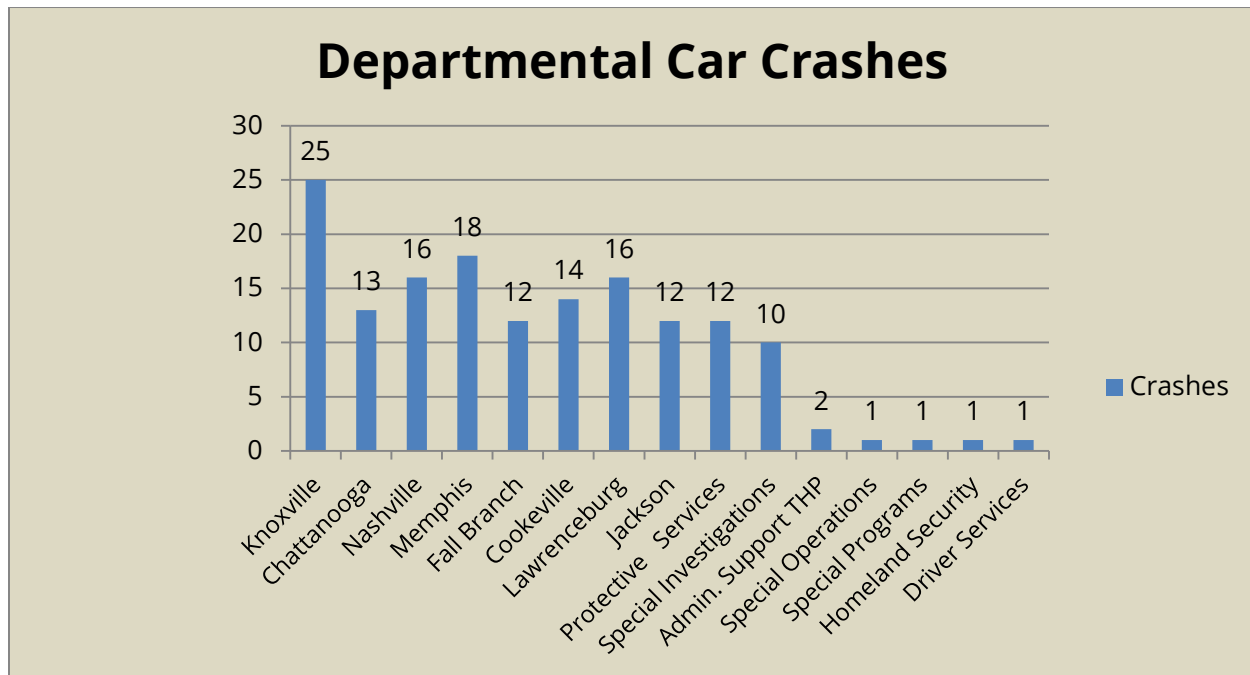


District	Exonerated	Oral Warning	Written Warning	One-Day Suspension	Five-Day Suspension	Total Pursuits
Special Investigations	6	1	0	0	0	7
Knoxville	22	1	0	1	0	24
Chattanooga	31	2	0	1	0	34
Nashville	27	1	0	0	1	29
Memphis	11	2	0	0	0	13
Fall Branch	19	3	1	0	0	23
Cookeville	16	3	0	0	0	19
Lawrenceburg	1	1	0	1	0	3
Jackson	13	2	1	0	0	16
Total	146	16	2	3	1	168



Departmental Crash Data

The Department had 154 car crashes in 2015 compared to 127 car crashes in 2014. This represents a 21.3% increase in crashes since the previous year. The following chart shows a breakdown of crashes by Districts.

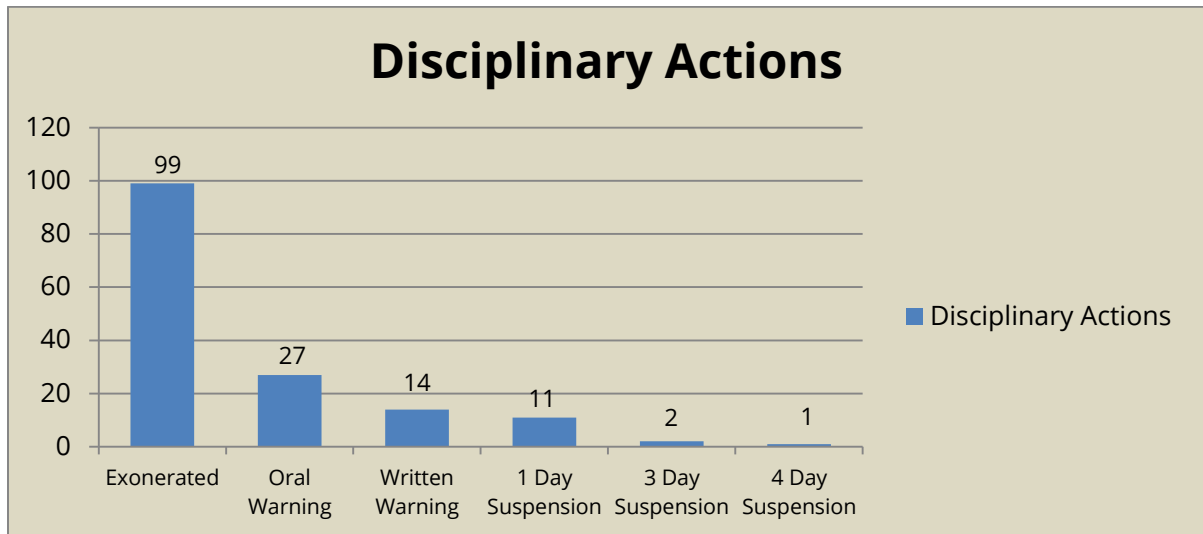


District	Total Crashes	% of Total
Knoxville	25	16.1%
Chattanooga	13	8.4%
Nashville	16	10.4%
Memphis	18	11.7%
Fall Branch	12	7.8%
Cookeville	14	9.1%
Lawrenceburg	16	10.4%
Jackson	12	7.8%
Protective Services	12	7.8%
Special Investigations	10	6.4%
Admin. Support THP	2	1.3%
Special Operations	1	0.7%
Special Programs	1	0.7%
Homeland Security	1	0.7%
Driver Services	1	0.7%
Total	154	100.0%



Departmental Crash Disciplinary Actions by District

During the 2015 calendar year there were 154 car crashes statewide. The chart below shows the disposition of those crashes by District.

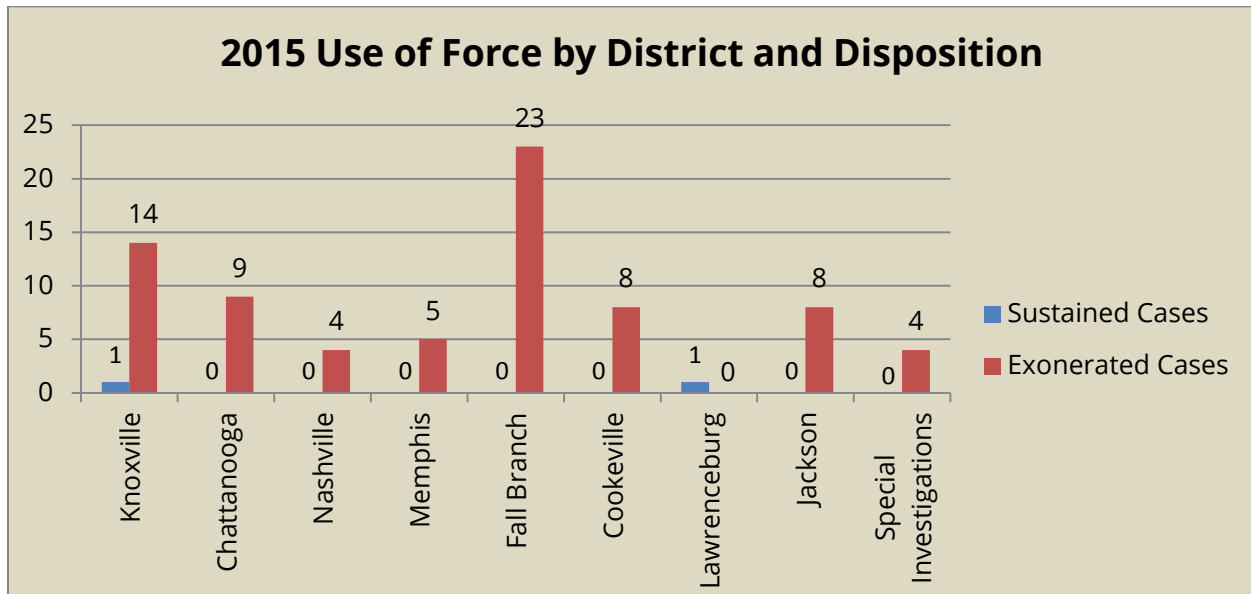


District	Exonerated	Oral Warning	Written Warning	1 Day Suspension	3 Day Suspension	4 Day Suspension	Total Crashes	% Crashes
Knoxville	17	3	3	2	0	0	25	16.1%
Chattanooga	10	2	0	1	0	0	13	8.4%
Nashville	10	4	1	0	0	1	16	10.4%
Memphis	9	3	3	2	1	0	18	11.7%
Fall Branch	6	3	0	2	1	0	12	7.8%
Cookeville	10	4	0	0	0	0	14	9.1%
Lawrenceburg	12	1	2	1	0	0	16	10.4%
Jackson	8	1	1	2	0	0	12	7.8%
Special Investigations	5	4	1	0	0	0	10	6.4%
Admin. Support THP	2	0	0	0	0	0	2	1.3%
Special Operations	0	0	0	1	0	0	1	0.7%
Protective Services	9	0	3	0	0	0	12	7.8%
Special Programs	1	0	0	0	0	0	1	0.7%
Homeland Security	0	1	0	0	0	0	1	0.7%
Driver Services	0	1	0	0	0	0	1	0.7%
Total	99	27	14	11	2	1	154	100%



Use of Force Incidents

There were 77 Use of Force (UF) incidents in 2015, which resulted in a 57% increase. This is compared to the 49 Use of Force (UF) incidents that occurred in 2014. All the incidents were within Departmental policies and procedures except for two incidents. Both incidents resulted in the involved Trooper being issued a one day suspension.

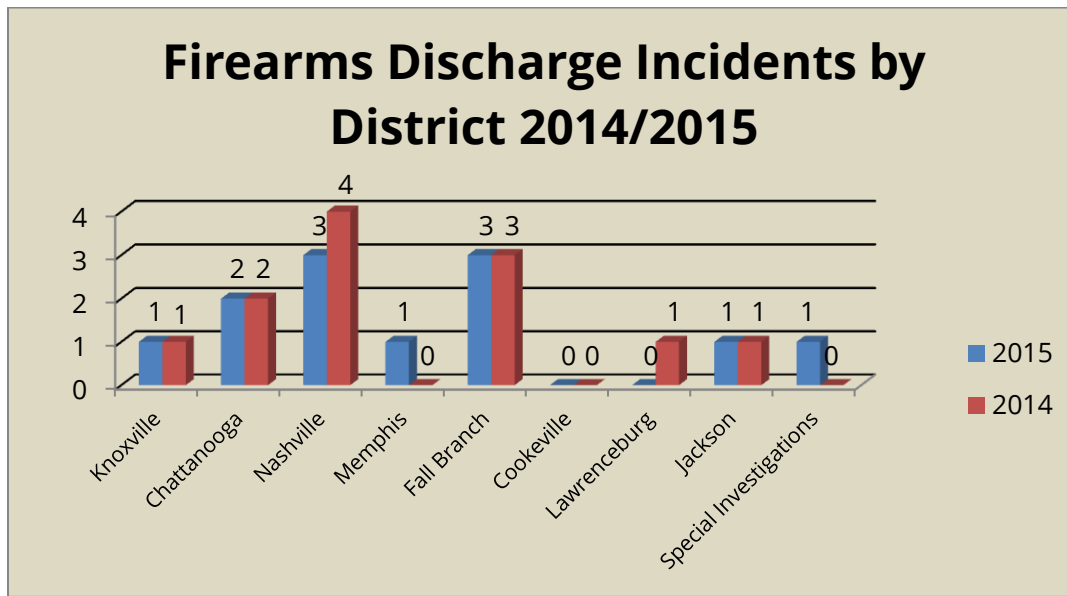


District	2014 Exonerated Cases	2014 Sustained Cases	2014 Total	2015 Exonerated Cases	2015 Sustained Cases	2015 Total	2015 % per District	2014/2015 +/- Change Number of Cases	2014/2015 % Difference
Knoxville	9	0	9	14	1	15	19.5%	+6	+66%
Chattanooga	6	0	6	9	0	9	11.7%	+3	+50%
Nashville	5	0	5	4	0	4	5.2%	-1	-20%
Memphis	2	0	2	5	0	5	6.5%	+3	+150%
Fall Branch	7	0	7	23	0	23	29.8%	+16	+228%
Cookeville	5	0	5	8	0	8	10.4%	+3	+60%
Lawrenceburg	6	0	6	0	1	1	1.3%	-5	-83%
Jackson	5	1	6	8	0	8	10.4%	+2	+33%
Special Investigations	3	0	3	4	0	4	5.2%	+1	+33%
Totals	48	1	49	75	2	77	100%	+28	+57%



Firearm Discharges

There were a total of twelve (12) firearm discharge incidents during the calendar year 2015 and all were exonerated. Of the incidents nine (9) involved an animal, one (1) incident the violator tried to run over the Trooper which the Trooper fired upon the car for fear of his life, one (1) incident a Trooper fired at a fleeing vehicle to stop the threat of another law enforcement agent, and one (1) incident a Trooper was assisting another agency and fired at the suspect in self-defense. The graph below represents the statewide distribution of firearm discharge incidents.



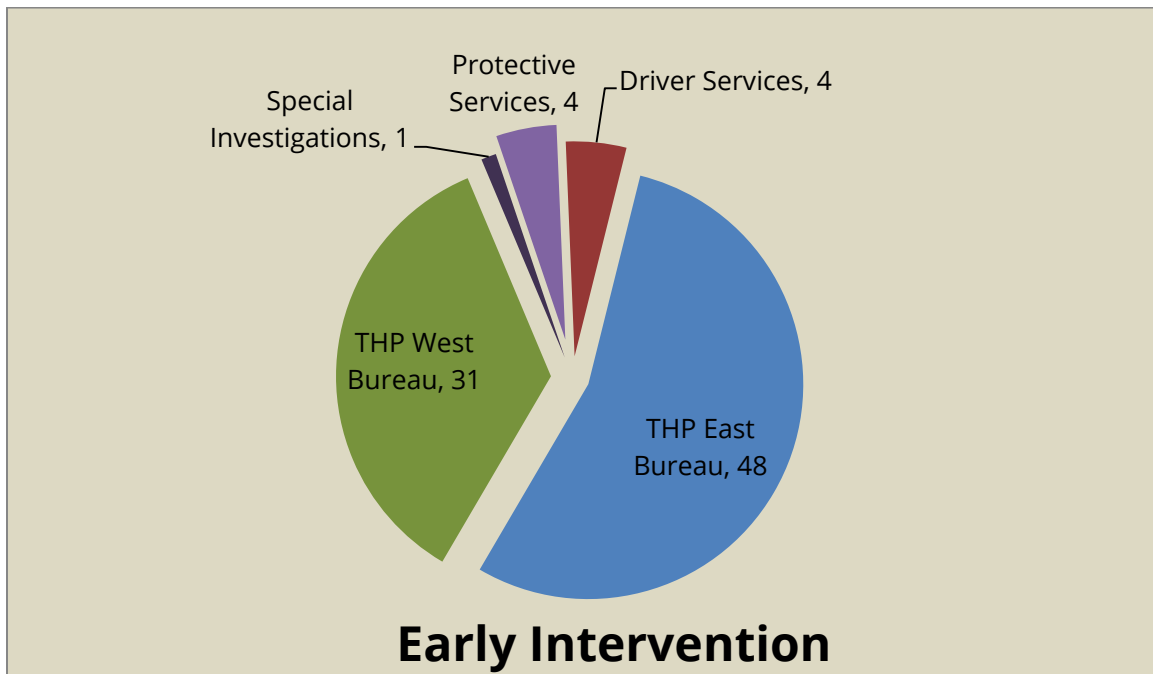
Note: In 2015 there were no firearms discharge incidents in Districts 6 and 7.

District	Total Firearm Discharges	% Firearm Discharges
Knoxville	1	8.3%
Chattanooga	2	16.8%
Nashville	3	25.0%
Memphis	1	8.3%
Fall Branch	3	25.0%
Jackson	1	8.3%
Special Investigations	1	8.3%
Total	12	100%

In 2015 firearm discharges were the same compared to 2014 firearm discharges. 42% of the firearm discharges occurred in THP West Bureau, 50 % of the firearm discharges occurred in THP East Bureau, and 8% of the firearm discharges occurred in Special Investigations.



Early Intervention Alerts by District



In 2015 Early Intervention Alerts (88) decreased 31.8% when compared to 2014. Of all the Early Intervention Alerts, 84 (95.4%) occurred in the Tennessee Highway Patrol and 4 (4.6%) occurred in Driver Services.

District	Alerts	% of Alerts
Knoxville	22	24.9%
Chattanooga	10	11.4 %
Nashville	4	4.6%
Memphis	4	4.6%
Fall Branch	16	18.1%
Cookeville	0	0.0%
Lawrenceburg	4	4.6%
Jackson	19	21.5%
Protective Services	4	4.6%
Special Investigations	1	1.1%
Driver Services - 3	2	2.3%
Driver Services - 4	2	2.3%
Total Alerts	88	100%



Workplace Harassment Complaints

The Department received thirteen (13) workplace harassment/hostile work environment complaints in this year. This amount has increased by five (5) compared to the complaints the Department received in 2014. The following data provides the disposition of the complaints received this year:

1. Seven (7) complaints were determined to be unfounded due to an inability to corroborate the allegation(s).
2. Five (5) complaints were sustained and resulted in disciplinary action being taken against the accused employees. The disciplinary actions were:
 - a. One (1) Oral Warning;
 - b. Two (2) Written Warnings and Respectful Workplace remedial training;
 - c. One (1) Two Day Suspension and Respectful Workplace remedial training; and
 - d. One (1) Termination.
3. One (1) complaint was determined to be Inconclusive due to an inability to corroborate the allegation(s). Respectful Workplace remedial training was ordered.